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....CONSTITUTION....

OF

The Twelfth District

OF THE

United Mine Workers

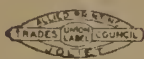
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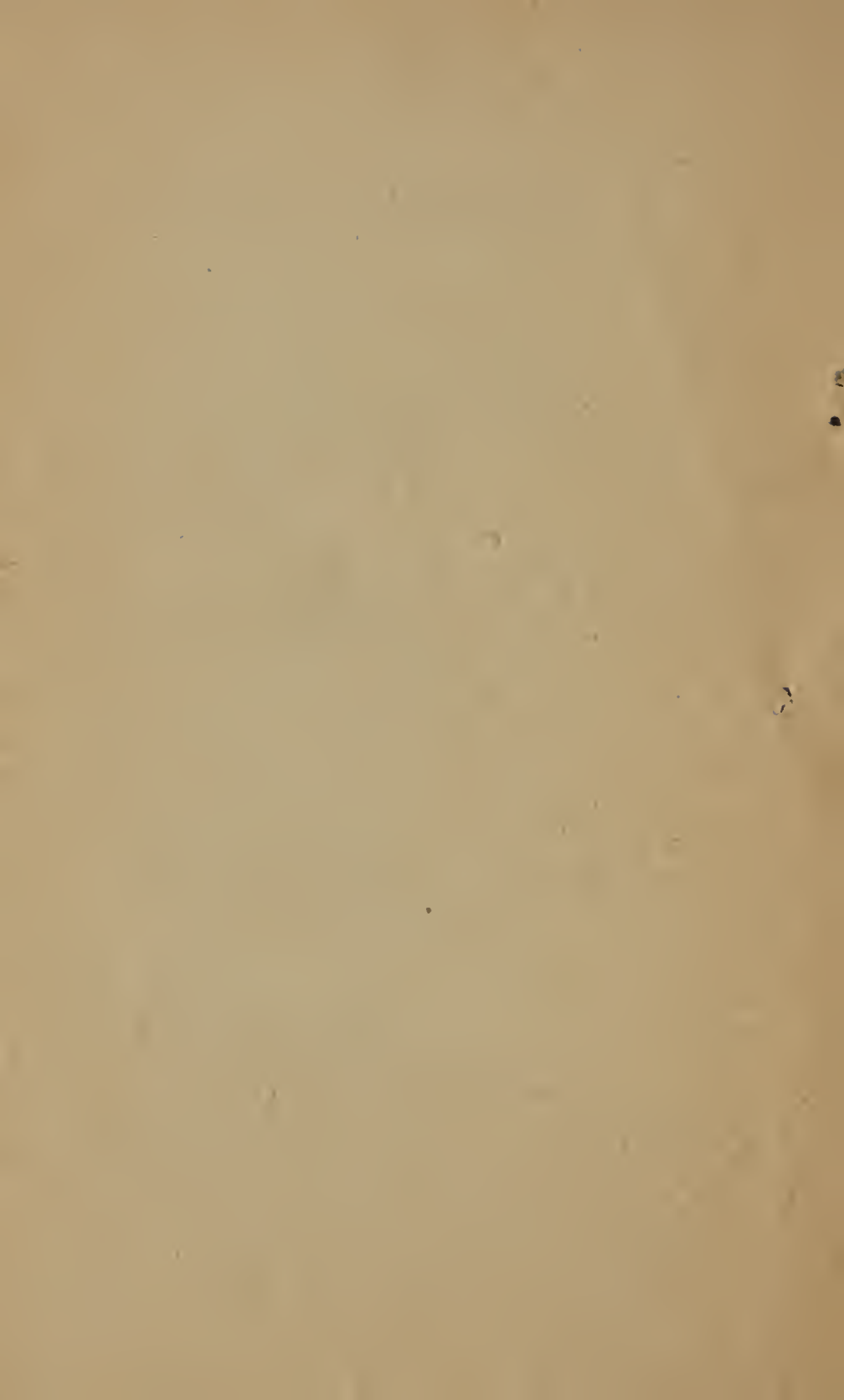
...America...

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Adopted at Springfield, Illinois,

March 2, 1900.





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JOLIET, ILLINOIS  
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# Constitution.

## ARTICLE I.

### Name, Object and Jurisdiction.

Section 1. This organization shall be known as the Twelfth District of the United Mine Workers of America.

Section 2. The objects of this Union are to unite all mine employes in or around the mine (excepting the mine managers and coal hoisting engineers), and to ameliorate their conditions by methods of conciliation, arbitration or strikes.

Section 3. This District shall have jurisdiction over all Local Unions in Illinois, which shall be governed in all trade matters by this Constitution.

## ARTICLE II.

### Officers.

The officers of this District shall be one President, one Vice President, one Secretary-Treasurer and seven Executive members, one from each Inspection District, who shall constitute the Executive Board; also a Board of Auditors, all of whom shall be voted for and elected by the Australian ballot system as now practiced by our State government in the State of Illinois.

Section 2. The salaries of all the officers shall be fixed at each annual convention, before announcing the results of the ballot.

Section 3. The President's salary shall be for this year, ninety dollars (\$90.00) per month and all legitimate expenses. The Secretary-Treasurer's salary shall be ninety dollars (\$90.00) per month and all legitimate expenses. The Vice President, members of the Executive Board and Auditing Committee shall receive three dollars (\$3.00) per day and all legitimate ex-

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penses, when employed by the President to work for the interests of the Mine Workers of Illinois.

### ARTICLE III.

#### Duties of Officers.

Section 1. The President shall preside at all conventions of the District; he shall sign all official documents, when satisfied of their correctness, and with the consent of the Executive Board he shall fill by appointment all vacancies occurring in the offices; and in like manner he is empowered to suspend or remove any District officer for insubordination, for just and sufficient cause; and with the consent of the Executive Board appoint, from time to time, such organizers and workers as, in his opinion, may be required to serve the best interests of the organization. He shall devote his time and attention to the interest of the District, and shall exercise general supervision of its workings, either in the field or in the District office, as his judgment dictated.

Section 2. Duties of the Vice President. The Vice President shall act as general organizer, and shall be under the direction of the President, and in the absence of the President shall assume all of the duties and responsibilities of that office, and shall succeed to that office in case of the death or removal of the President.

Section 3. Duties of the Secretary-Treasurer. The Secretary - Treasurer shall have charge of and preserve all books, documents and effects of the District office; he shall record the proceedings of all the conventions and of the meetings of the Executive Board, and shall keep copies of all important letters sent out by him. He shall re-

ceive and receipt for all moneys, and pay all bills and current expenses, when attested by the President. He shall prepare and submit to all Locals a quarterly statement, showing the salary and expenses of each officer and employe in separate items, and a report of all moneys received and disbursed, and perform such other duties as may be assigned to him. He shall give a bond in the sum of ten thousand dollars (\$10,000), secured by a reliable surety company, for the safe keeping of all moneys entrusted to him, which must be approved by the District Executive Board, and deposited with the President. But he shall not have more than five thousand dollars (\$5,000) subject to his order at any one time. All other funds must be deposited by him subject to the order of the Executive Board. He shall semi-annually send to all Locals in good standing the password. It shall be the duty of all parties receiving said password in writing to destroy it at once, and no one shall transmit it without the proper authority.

Section 4. The Secretary-Treasurer shall have power to visit all Locals and examine, or cause to be examined, the books of all Locals, to ascertain if they have been paying the full per capita tax, levies and assessments on all members in said Local; also conditions in which said Locals are working, and report the same to the Executive Board, which shall deal with said Local according to National and State Constitutions.

Section 5. Duties of District Executive Board. The Executive Board shall constitute the District Board of conciliation and arbitration, shall execute the orders of the District conventions, and between conventions shall have

power to direct the workings of the Union. The Board shall be convened by the President and Secretary-Treasurer, or by the request of four members of the Board, and they shall have power to draw upon and use the Defense Fund of the District when, in their opinion, the best interests of the District demand its use; but all moneys that are not used for strike purposes shall be retained as a Defense Fund for above purposes.

Section 6. Duties of Auditing Committee. The Auditing Committee shall meet semi-annually; they shall carefully inspect and audit the books and accounts pertaining to the Secretary-Treasurer's office, and shall make a circular report of their findings to the Locals of the District. They shall meet one week prior to the Annual Convention, and make their report prior to the ratification of election of officers.

Section 7. It shall be the duty of the Auditing Committee to certify to the correctness of the circular issued by the Secretary, announcing the election for officers of this District, and shall canvass the returns received from Local Unions; and they are hereby authorized to inspect any ballots they deem necessary, in order to locate the whereabouts of any discrepancies they may detect while conducting their canvass of the returns. Their decision to be ratified by the convention while in executive session.

## ARTICLE IV.

### Revenue.

Section 1. The revenues of this District shall be derived from the Local Unions, viz.: Ten cents per month per capita, fractional members pro rata. The fund shall be used to

pay District organizers and the cost of securing better legislation for the benefit of the miners. The Strike or Defense Fund shall be created by the District Board assessing such per cent, on gross earnings, less mine expenses, on all members, as in their opinion may be necessary for the welfare of the District. ✓

Section 2. No Local or Locals shall be exempt from paying per capita tax unless they have been on strike or locked out for one month. In all cases where Local Unions desire exoneration from dues, such request shall be signed by the President, Secretary and Mine Committee; but no Local Union shall be exempt from payment of dues until indorsed by the Subdistrict Secretary, where Subdistricts exist, and approved by the President and Secretary of the District. or 24-80

## ARTICLE V.

### Call for Annual Convention.

Section 1. The District Secretary-Treasurer shall issue a call for the Annual Convention six weeks prior to the date for the Annual Convention, and shall furnish printed credentials, with duplicates, to each Local. And all Locals shall place the names of all delegates from said Local on the same credential, properly signed and sealed; and duplicates shall be sent to the District office six days prior to the date of the convention.

Section 2. The District Convention shall be held annually, commencing on the third Tuesday in February, at such place as may be determined upon by the preceding convention; provided, however, that if, in the opinion of the President and Executive Board, any question of sufficient magnitude shall arise before or in the convention of the

National body, which would demand the calling of a State Convention, he is hereby authorized to postpone the State Convention and call it after the National Convention. Special conventions may be called by the District President, acting under the advice and with the consent of the Executive Board.

Section 3. Representatives to the District Conventions shall be elected directly from Local Unions, and shall have one vote for one hundred members, or less, and an additional vote for each one hundred members or majority fraction thereof. But no representative shall have more than five (5) votes. And no person shall be eligible as representative who is not a miner, mine laborer, or employed by the organization, and is a bona fide member of a Local Union in the District where said delegate resides.

## ARTICLE VI.

### Strikes.

Section 1. When trouble of a local character arises between the members of any Local Union and its employers the Mine Committee and officers shall endeavor to effect an amicable adjustment, and failing, they shall immediately notify the officers of the Subdistrict, and said Subdistrict officers shall immediately investigate the cause of complaint, and failing to effect a peaceable settlement upon a basis that would be equitable and just to the aggrieved members, finding that a strike would best subserve the interests of the locality affected, they may, with the consent and approval of the District officers order such a strike.

Any Local Union striking in violation of the above provisions will not be

recognized or sustained by the State officers. Before final action is taken by any district upon questions that directly or indirectly affect the interests of the mine workers of another district, or may require a strike to determine, the President and Secretary of the aggrieved district shall jointly prepare, sign and forward to the National President a statement setting forth the grievance complained of, the actions contemplated by the district, together with the reasons therefor, and shall await the decision and direction of the National President, and be governed thereby; and in all cases the Mine Committee and employes and all parties involved must continue work pending investigation and adjustment, until a final decision is reached in the manner above set forth.

Section 2. Should the action contemplated by the aggrieved district receive the approval of the National President the district shall act: but should the National President disapprove of the action contemplated, the district may appeal to the National Executive Board, which shall be convened to consider such appeal within five days after its receipt by the National Secretary. Until the National President or National Executive Board has sustained an appeal this district is not free to enter upon a strike, unless it shall have been ordered by the National Convention.

Section 3. Any Local Union, committee or member acting in violation of Sections 1 and 2 of this Article shall be liable to expulsion or fine, subject to the discretion of the District Executive Board.

## ARTICLE VII.

## Penalties.

Section 1. Any Local Union under the jurisdiction of this District which shall refuse to pay any taxes, levies or assessments authorized by the organization or Executive Board, to maintain the organization or legalized strikes, shall be suspended by the District officers until such levies are paid, no Local being allowed to be in arrears more than one month. Any Local failing to pay such taxes, levies or assessments shall be considered a misdemeanor and shall not be entitled to a vote or a seat in the convention.

## ARTICLE VIII.

## Membership.

Section 1. The membership of this Union shall consist of all miners and mine laborers in or around the mines or producing coal (except Mine Managers and Coal Hoisting Engineers), and shall pay the following initiation fees:

For top laborer, the sum of Five Dollars (\$5.00), and for bottom laborer, the sum of Twenty Dollars (\$20.00). A practical miner shall pay the sum of Ten Dollars (\$10.00), and an inexperienced miner shall pay the sum of Fifty Dollars (\$50.00) initiation fee. Miners' sons, at the age of fourteen to fifteen, shall be admitted free of charge; boys from fifteen to seventeen shall pay Two Dollars and Fifty Cents (\$2.50) for initiation fee, and shall receive half turn of mine. All boys over seventeen years of age and miners' sons shall pay Ten Dollars (\$10.00) initiation fee, and shall receive full turn of the mine after serving a term of six months in the mine.

An inexperienced man must join the Local as top laborer, where he shall work one year, and when he enters the mine he shall pay the additional fee, and then must work one year at other work underground before he can be taken in the room to mine coal. And the miner taking such man in the room to mine coal must guarantee to keep such man for two years, in order to give him the privilege of working as a miner, in accordance with the State law, to become a practical miner.

Section 2. No person a member of the organization who holds a due or transfer card showing him to be a member in good standing shall be debarred or hindered from obtaining work on account of race, color, creed or nationality.

Section 3. Any member leaving one mine and securing employment at another shall deposit a transfer card bearing his name and occupation with the Secretary of the Local Union governing the mine in which he receives employment, or the Local that is most convenient for him to attend. All dues collected to be refunded to the Local where he is a member, and assessments and mine expenses to be retained at the mine where he works. Should business of importance arise at any mine in which are members of more than one Local, the Mine Committee of said mine shall call a meeting at some convenient place, so that all members may have a voice in the transaction of said business.

Section 4. No Local Union shall admit a member of another Local Union without a transfer card showing him to be in good standing with the Local from which he received the transfer card.

## ARTICLE IX.

## Applications and Reinstatements.

Section 1. Any member of the United Mine Workers of America leaving the mine for other avocations in life must pay to the Local all dues created by the Local, Sub-District, State or National organizations, in order to retain his membership in said organization. Any member becoming in arrears six weeks is considered suspended, and shall pay a sum equal to twice the amount of his arrearage in order to be reinstated. A member three months in arrears must make application as a new member, and pay an initiation fee of Twenty Dollars (\$20.00).

## ARTICLE X.

## Password.

Section 1. Any member charged with having abused the use of our password, or in any way divulged the actions of his or any other Local, contrary to this constitution, if proven guilty, shall for the first offense be fined Two Dollars (\$2.00), for the second offense Five Dollars (\$5.00), and

## ARTICLE XII.

## Election of Officers.

Section 1. Election of members of the State Executive Board. Members of the State Executive Board shall be elected by the popular vote of each Inspection District in which they reside.

The President, Vice-President, Secretary-Treasurer, seven members of the Executive Board and the three Auditors shall be elected as follows:

Ninety (90) days prior to the annual election, the Secretary shall send out nomination blanks to all Locals in the District. The respective Locals shall fill out in their respective districts the names of candidates of their choice for the above-named positions.

Sixty (60) days prior to the date set for the convention, the Secretary shall notify all candidates of their nomination, and get their written consent that they are candidates for the respective places, as indicated by said nominations, with a certificate of good standing from the Local in which he is a member, signed by the President and Secretary and with seal of the Local on the certificate.

All Locals shall notify all their members of an election one meeting prior to holding said election for State officers.

It shall be the duty of the Board of Auditors to canvass said vote and report returns to the State convention on the returning sheet prepared for said purpose.

The candidates receiving the highest number of votes shall be declared elected to the respective places above mentioned.

In case of a tie vote the same shall be settled by the Convention then assembled; delegates casting by ballot the number of votes on which their Locals pay per capita tax, said vote to be determined by the number of members in respective Locals December 15th prior to the Convention.

The ballots, after the election, before being destroyed by the State Secretary, shall be kept six months.

## ARTICLE XIII.

### Miscellaneous.

Section 1. No miner shall be permitted to work at the face on idle days to make coal ready, and shall only be permitted to do work with the permission of the Mine Committee, same to be in urgent cases. Shift hands may do shift work on idle days, but all shift work to be equally divided among shift hands.

Section 2. Local Unions, individual members, and all other persons, are hereby prohibited from using the name

Board.

Section 3. The terms strikes or lock-outs shall only be applied to members ordered to suspend work by our District or National Executive Boards; and such members shall only be entitled to receive aid after being locked out or on strike for thirty (30) days before receiving any financial aid.

Section 4. Local Unions when electing officers, or changing officers of their Locals, shall notify the State and National offices within five (5) days after such changes are made.

#### ARTICLE XIV.

Amendments (Or Provisions for Other Rules).

Section 1. Such Rules and Regulations or By-Laws for the government of this District, that are not herein provided, the Executive Board shall have power, from time to time, to draft, provided that such laws shall not conflict with the laws adopted by this Convention.

#### BURIAL SERVICE.

The following burial service was adopted to be used at funerals of deceased brothers of U. M. W. of A.:

We are assembled here today to pay a last sad tribute of love to our departed friend and brother, ....  
He was born on the .... day of .....  
He leaves, ..... his wife, .....  
his sons, ....., his daughters. He  
was born in ....., he came to this  
country in the year ....., and tock up

his abode with his family in the city of ..... He was a miner by occupation, and he was in the employ of the ..... Company up to the time of his death; and he was also a member of Local Union No. ...., United Mine Workers of America.

Brother workingmen! This solemn occasion brings us here today! The cradle, the grave, speak forcibly to us of our mortality. We can say with the Psalmist: What is man that thou art mindful of him, and the Son of Man that thou visitest him, for man that is born of woman is full of trouble and sorrows. He cometh forth like a flower and is cut down. Our years of labor are brought to an end. Our dust shall return to the dust as it was, and our spirt to the God who gave it.

Again, brother workmen, we are reminded that we too are but mortal and will soon break the tenement of clay and soar to the flowery fields of the sweet hereafter; and it behooves each one of us here today to follow a line of conduct that will bring about a closer friendship, one that is true to God and man.

All our beautiful surroundings tell us of God's greatness and goodness, of the universe of which we are children of his creation.

But why should we be sad and mournful, when God can give us consolation while living here on earth, for His promise is that we shall meet again in the realms above, for the word of God teaches us that we shall live again after death.

Yet again we are sad and mournful, for those lips which once gave utterance to words of love and fraternal

kindness are forever closed, never again to be opened in this world.

And now, our dear brother-workman, we pay the last sad rite and tribute of respect, the last one we can pay you in this world, by placing these evergreens as a token of respect, that thy memory shall be with us always, though thou hast paid the debt and hast gone to the realms above.

And now to the family and friends of this, our deceased brother, we tender our heartfelt sympathy in this, their sad hour of affliction and bereavement, and bid them look to God for his tender mercies, for he alone can give them consolation.

And now, fellow workman, we bid thee a tender and loving farewell.

Let us pray: And now may grace, mercy and peace from God the Father, Son and Holy Spirit rest and abide with you, now and forevermore.

Amen.

